

WASHINGTON State Employee

*Save Our State



UW Local 1488 members march on office of their management representative on the Health Care Coalition, Sept. 23.



Spokane Falls Community College members (Local 1221) picket Sept. 16.

DEFAT THE 'UGLY 5' INITIATIVES



I-1053 • I-1082
I-1100 & I-1105
I-1107

See pages 4 & 5

PASS I-1098 & R-52



Cut taxes for the
middle class!
Create jobs!

See page 5

ELECT GOOD CANDIDATES

U.S. Senate & Congress
State Legislature
State Supreme Court



See page 8

KEEP THE PRESSURE ON!

- Health care
- Contracts
- Latest round of cuts
- Newest furlough scheme

See page 3

2,000 MEDICAL INTERPRETERS SAY 'YES!' TO WFSE/AFSCME

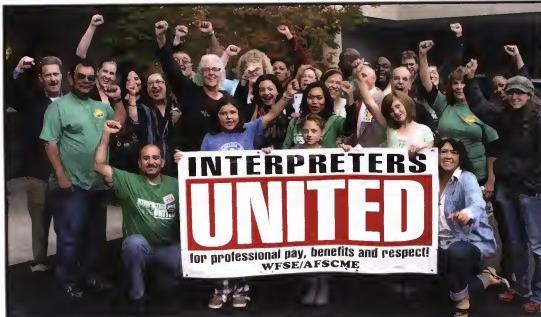
95% vote adds up to dignity in any language

Medical interpreters in the DSHS system Sept. 17 voted to make the Washington Federation of State Employees/AFSCME their union.

"I hope this is the beginning for much fairer treatment and consideration for what interpreters do," said Diana Noman, a Seattle-based interpreter specializing in Russian and Arabic.

The newest members of the AFSCME family vowed to win a strong contract for some 2,000 "language access providers" who help doctors

See INTERPRETERS, page 3



LEFT: Interpreters gather after Sept. 17 vote gave them a union.

ABOVE: Speechless during standing ovation from Policy Committee delegates Oct. 2 in SeaTac.

RECRUITMENT ANNOUNCEMENT

WASHINGTON FEDERATION OF STATE EMPLOYEES/
AFSCME • AFL-CIO

LABOR ADVOCATE (Olympia)

Labor Advocates are the "technical expert" of the WFSE. These staff are primarily responsible for grievance arbitrations and contract and mid-term negotiations. Labor Advocates perform advanced representation work for the organization.

Desired Qualifications: Bachelor's Degree in labor relations, law, social sciences or related field; knowledge of

principles and procedures of negotiation, arbitration, and administrating hearings; working knowledge of federal and state labor law and WAC; outstanding oral and written advocacy skills, excellent judgment and discretion. Substantial paid work experience may be substituted for required education. Must have valid driver's license and vehicle. Beginning Salary: \$61,165 per year and includes an excellent benefits package.

How to apply: Cover letter and resume must be received via mail to 1212 Jefferson Street SE, Ste. 300, Olympia, WA 98501, or fax to 360-352-7608, or email to resume@wfse.org no later than 5:00 p.m. November 17, 2010.

NEW ELECTRONIC DELIVERY OPTION. If you'd like to save paper and postage, you can receive this newspaper electronically. Log onto www.wfse.org and click on the newspaper icon in the upper right corner; then register for the electronic version. Or e-mail us at info@wfse.org, or write: WFSE/AFSCME, 1212 Jefferson St. S.E., Suite 300, Olympia, WA 98501. If you're a represented non-member fee payer and you don't wish to receive this publication in any format, e-mail us at info@wfse.org, or write: WFSE/AFSCME, 1212 Jefferson St. S.E., Suite 300, Olympia, WA 98501.

Legislature, governor rebuked over pensions, bargaining

Judge restores gainsharing; state appeal expected

Many questions remain after a judge Sept. 9 ruled in favor of the Washington Federation of State Employees and ordered the state to resume gainsharing benefits for those in the PERS 3 and PERS 1 retirement systems.

King County Superior Court Judge Richard Eadie on summary judgment found that the gainsharing benefits are protected by the state constitution – basically that pensions are a promise the state can't break. "The state may not divest members of gainsharing unless that benefit is replaced with comparable new advantages," which didn't happen when the Legislature in 2007 repealed the gainsharing benefit, the judge said.

The faulty counterbalancing was earlier retirement benefits for PERS 2 and PERS 3 members – to retire at age 62 with 30 years of service with no reduction in benefits.

Judge Eadie's ruling didn't specifically address the earlier retirement, but the union's position is the earlier retirement remains in effect.

That interpretation may be contested by the state, which is expected to appeal Eadie's ruling.

In the meantime, the earlier retirement remains.

The other big question: If gainsharing is ultimately restored, when would a gainsharing payment take place again, given the slump on Wall Street the past few years.

But Judge Eadie left no doubt the Legislature erred when it repealed gainsharing.

"To terminate gainsharing for participating members, the state must show that the termination serves the purpose of maintaining the integrity and flexibility of the retirement system and further that any resulting disad-

vantage to the covered employee has been replaced by comparable new advantages," Eadie wrote.

The judge said gainsharing has not negatively impacted the retirement system's flexibility. "To the contrary, gainsharing was designed as a flexible tool to recognize and equitably share extraordinary returns in the systems' investments; to appeal to a wider range of potential members, specifically those who may come into covered employment for a shorter time than would allow full retirement..." the judge said.

"An earned pension right, such as gainsharing for covered employees, may not be removed without adding counterbalancing benefits. While some benefits were added when gainsharing was removed, the record before this court would not support a finding that those added benefits meet the standard of 'counterbalancing.'"

Even the mostly anti-working family editorial board of the Tacoma News Tribune agreed.

"Lawmakers have no one but themselves – and their predecessors – to blame," the TNT said Sept. 16.

Gainssharing is the term given to sharing extraordinary returns on retirement fund investments. The Legislature adopted a program that would divide a portion of investment returns that exceeded 10 percent over a four-year period between the state and those in PERS 3 and PERS 1. It was meant as an incentive for new hires to join PERS 3 and for PERS 2 members to switch to PERS 3.

The union's legal action was a class action on behalf of all PERS 3 and PERS 1 enrollees. The named plaintiffs were two Department of Corrections members, Dana Hufford of Local 308 and Paulette Thompson of Local 53. The Washington Education Association also joined in the suit.

Court finds governor guilty of unfair labor practice over post-bargaining actions in 2008

Thurston County Superior Court Judge Tom McPhee Sept. 21 ruled in favor of union members and found the governor and her budget office guilty of an unfair labor practice for post-negotiation actions in 2008.

The judge faulted Gov. Chris Gregoire and the Office of Financial Management

for failing to bargain when it determined the 2009-11 contracts agreed to in September 2008 were not "financially feasible." The governor instead refused to forward the contracts to the Legislature for funding.

McPhee said the state, not the union, had the obligation to request re-opening of

negotiations once it, in effect, withdrew from the tentative agreements reached earlier. That failure "violated the good faith bargaining obligation and constitutes an unfair labor practice," McPhee said in his ruling.

Once the budget office told the governor the contracts were not financially

feasible, the state had the obligation "without delay" to notify the union, explain why it reached its conclusion and then request re-negotiation, the judge said.

Faced with the prospect of no contract because of the state's refusal to initiate bargaining, the union demanded negotiations, which came in

the spring of 2009, long after the financially infeasibility ruling was made in December 2008.

McPhee's finding does not turn the clock back because the contracts eventually were re-negotiated. But finding the governor guilty of an

See ULP, page 6

SHARED LEAVE REQUESTS

If you've been approved to receive shared leave by your agency or institution, you can place a notice here. Once you've been approved by your agency or institution, WFSE/AFSCME can place your shared leave request here and online. Please include a contact in your agency, usually in human resources, for donors to call. E-mail the editor at tim@wfse.org. Or call 1-800-562-6002.

The following could use a donation of eligible unused annual leave or sick leave or all or part of your personal holiday:

Toni Robinson, an office assistant 3 at Eastern State Hospital in Medical Lake

and a member of Local 782, is recovering from surgery and is in need of shared leave. Contact: Janie O'Dowd, (509) 565-4461.

Lisa Thompson, a mental health technician 1 at Western State Hospital in Lakewood and a member of Local 793, needs to take extensive time away from work to care for daughters with health care emergencies. One daughter is caring for a premature infant. The other is battling Hodgkin's disease. Contact: Tina McDonald, (253) 761-3361.

RC Wright, a psychiatric security attendant at Eastern State Hospital in Medical Lake and a member of Local 782, is in dire need of shared leave to care for his seriously ill wife. Contact: Janie O'Dowd, (509) 565-4461.

Janet Newborn, a custodian 1 at Western State Hospital in Lakewood and a member of Local 793, has been approved for shared leave after the death of her husband and her own medical illnesses. Contact: Tina McDonald, (253) 582-8900, Ext. 3361.

Michelle Anderson, a WorkFirst program specialist with DSHS in Olympia and a member of Local 443, is scheduled for an intensive medical procedure and will require several weeks of outpatient treatment. Contact: Grace Chambers, (360) 725-6627 or your human resources office.

Sue Petersen, a psychiatric security attendant at Western State Hospital in Lakewood and a member of Local 793, is in need of shared leave because of surgery. Contact: Tina McDonald, (253) 761-3361.

Dennis Herkeirath, an unemployment specialist 4 with the Employment Security Department in Spokane and a member

of Local 1221, has been approved for shared leave for a serious medical condition. Contact: Kathleen Young, (360) 902-9413.

Charity Hays, a WorkFirst program specialist with DSHS in Kelso and a member of Local 1400, has been approved for shared leave. Contact: Daniel Lozano, (360) 725-4823.

Aaron Gwaltney, a groundskeeper/nursery specialist at Bellevue College and a member of Local 304, is in need of shared leave while he recovers from arm surgeries. Contact: Penni L. Blakely, (425) 564-3116 or penni.blakely@bellevuecollege.edu.

Dawn McClintock, a financial services specialist 5 with DSHS in Bremerton and a member of Local 1181, is in need of shared leave because of a serious medical condition. Contact: Cindy Hernandez, (509) 225-7924 or hernack@dshs.wa.gov.

Tracie Walters, an environmental specialist 3 with the Department of Ecology in Bellevue and a member of Local 304, is recovering from her second major surgery in three months. She expects to be off the job six to eight weeks. Contact: Wendy Holton at (360) 407-6024.

Jin T. Lee, a residential rehabilitation counselor at the Special Commitment Center on McNeil Island and a member of Local 793, has been approved for shared leave. Contact: Polly Berry, (253) 617-6310.

Anna Flatt, a WorkFirst program specialist in Spokane and a member of Local 1221, is in need of shared leave because of the devastating effects of multiple myeloma. Contact: Raneice Lauritzen, (509) 227-2720.

Cindy Harmon, a WorkFirst program specialist for DHS in Kent and a member of Local 843, has been approved for shared leave. Contact your human resource office.

Deandra Standley, a financial services specialist with DSHS in Tacoma and a member of Local 53, is in need of shared leave for a serious medical condition. Contact: Daniel Lozano, (360) 725-4823.

Aldeana Doss, a financial services specialist 5 with DSHS in Tacoma and a member of Local 53, is recovering from surgery and is in need of shared leave. Contact: your human resource office.

Kenneth Mizuyabu, an information technician specialist 5 with the Employment Security Department in Olympia and a member of Local 443, has been approved for shared leave. Contact: Kathleen Young, (360) 902-9413.

Robin Hicks, a social worker 2 with DSHS in Olympia and a member of Local 443, is in need of shared leave for a serious medical condition. Contact: Daniel Lozano, (360) 725-4823.

Donna Richards, a maintenance technician 2 with the Department of Transportation in Spokane and a member of Local 504, has been approved for shared leave. Contact: Nancy Peterson, (509) 324-6065.

Diana Christensen, a WorkFirst program specialist at the Columbia River Community Service Office of DSHS and a member of Local 313, is still in need of shared leave because of the life threatening condition of her husband. Contact: Grace Chambers, (360) 725-6627.

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Carol Dotlich, President

Greg Devereux, Executive Director

Editor Tim Welch
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Member, ILCA

Members step up

Health care stalemate. Protracted bargaining. The governor's mandated across-the-board budget cuts of 6.28 percent. Additional proposed furlough days in DSHS and Corrections.

The impact on state employees? Harsh.

The impact on the people you serve—from the vulnerable and the disabled to drivers on our highways and weekend campers in state parks—heartbreaking.

"We are going to get through this," WFSE/AFSCME President Carol Dotlich told Policy Committee delegates Oct. 2.

"We're going to stand strong. We're going to stand union strong."

While the state pursues a policy of racing to the bottom rather than innovative ideas, it's left to WFSE/AFSCME members to truly send out an "SOS" to "Save Our State."

A massive ground campaign coordinated by the union's Internal Organizing Committee is taking shape. Watch for details.

It starts with electing good legislators and defeating five bad revenue-robbing initiatives. Please read the WFSE/AFSCME Voters Guide 2010 information on pages 4, 5 and 8.

So, where are we on the critical issues that have all converged at once? Briefly:

HEALTH CARE. The 117 percent cost increases proposed by the state are unacceptable, but management is unwilling to bargain cost-saving ideas, like using health fund reserves or closing tax loopholes. That's why the path to a fair health care article runs through the Legislature, where lawmakers can make those policy decisions.

BARGAINING. Management says there is no money for improvements to economics and at almost all tables has proposed takeaways, including, at some, annual step increases.

"The state's compensation article added insult to insult," said General Government team member Rob Harper, a Local 53 member with the Emergency Management Division in Pierce County. "It devalues state employees. Now we fight—bargaining, the Legislature, job actions."

So bargaining at all tables will continue through the fall—General Government has bargaining dates set through Dec. 10 and the Community College Coalition until Dec. 15. Negotiations likely will stretch into the spring after the legislative session.

Some contracts may or have already reached impasse and may go to mediation and then fact-finding.

One contract has been ratified. Eastern Washington University members OK'd their rollerover contract Sept. 13.

NEW ACROSS-THE-BOARD CUTS



WFSE/AFSCME negotiating team searches for the management team.

With the further dip in the revenue forecast, the governor on Oct. 1 ordered across-the-board cuts of 6.28 percent.

Corrections faced a cut of \$53 million and at least one additional furlough day. Negotiations were set for Oct. 25 and 26.

DSHS as the largest agency gets the biggest hit: \$280 million, a potential of 380 layoffs, additional furlough days, closing wards and cottages, speeding up the downsizing of Maple Lane School, among others.

MORE FURLoughS? The state walked away from negotiations over a proposed new round of furloughs in DSHS. This came after three days of talks ended Oct. 7.

Their retreat from talking about

creative ways to bridge the budget gap left DSHS employees hanging.

"We do not know what they (management) are going to do," said WFSE/AFSCME bargaining team member Sue Henricksen.

It's not even clear if they will go forward with the new proposed furloughs.

"The union offered a number of recommendations that would yield cost savings and would keep communities safe," said WFSE/AFSCME Executive Director Greg Devereux.

Before the union team saw the management side walkout, they had to find them first. They searched the halls of the bargaining site in the General Administration Building, but the state apparently had a different idea on what constitutes bargaining.

INTERPRETERS, from page 1

communicate to patients for whom English is a second language.

They also intend to fight off another possible assault on funding—this time a proposed \$3.3 million cut announced Sept. 29. The union and the interpreters saved funding once, earlier this year.

And they will continue their campaign to reform the archaic system of brokers and agencies—the middlemen in the system who sap 42 percent of state and federal dollars before they ever reach the frontline workers actually doing the interpreting work.

More than 60 interpreters came before some 500 Policy Committee delegates gathered at SeaTac Oct. 2 to thank their new union brothers and sisters for making their victory possible.

"We cannot stress everything in words that you have done for us..." they said.

"May God bless America with justice."

The interpreters help many whose first language isn't English in tongues ranging from Spanish to Urdu, Swahili to Cantonese, Ukrainian to Hindi,



Thanking their new WFSE/AFSCME brothers and sisters at Oct. 2 Policy Committees.



Cheers, tears and hugs after results announced.

Portuguese to Thai, American Sign Language to Turkish and many more.

"We couldn't have made it as isolated individuals," said one interpreter to a standing—and spirited—ovation.

On the day of the vote, the interpreters, organizers and supporters burst into cheers, tears and hugs when the results were announced at the Public Employment Relations Commission in Olympia.

The interpreter won the right to form a union under the WFSE/AFSCME-initiated ESSB 6726, which was signed into law this spring.

It's believed this is the first time a bargaining unit exclusively for public-sector

interpreters has been formed in the United States.

"There are not words to describe this day—it's historic," WFSE/AFSCME President Carol Dotlich told the newest union members after the vote count.

"You are the first and I'm very proud to call you brothers and sisters."

"Our union will be far richer with your activism," said Megan Park, the union's organizing director.

The interpreters say they're ready to build on the hard work that won them a union to next win a strong—and groundbreaking—contract.

"This is the birth of a new experience for interpreters..." said Edmundo Cavazos, a Tacoma interpreter specializing

Interpreters union vote

9/17/10

WFSE/AFSCME

851
(95%)

47
(5%)

No representation

There were 125 challenged ballots, which would not have affected the outcome of the vote. Another 50 ballots were voided.

FACT: The 2,000 interpreters are the largest group yet to go with WFSE/AFSCME in the era of full-scope collective bargaining that began in 2002. And they're the third largest group to do so in the union's history, after the huge Institutions and Public Assistance (now Human Services) units voted for the union in the early 1970s.

in Spanish.

"No more will we be subjected to being exploited and treated in the manner we are."

"I'm excited because there's a lot to be done—I

think it's the beginning of big things to come," said Pon Hochingavong of Seattle, who specializes in Laotian and Thai.



I-1082

Privatizing Washington's Workers' Compensation program to benefit private insurance companies



Good for AIG and the other Wall Street giants whose greed brought you the Great Recession in the first place!

Read the
FINE PRINT

www.voteno1082.com



I-1082: Bad for the rest of us!

Bad for the budget.

I-1082 means a larger state deficit -- more cuts and more attacks on your pay, benefits and the services you provide.



FACT: "Costs are estimated to increase up to \$202 million for the state and \$47.25 million for local governments over five fiscal years."

SOURCE: "Fiscal Impact Statements for initiatives and referenda certified to appear on the November 2010 general election ballot," Office of Financial Management

FACT: "The initiative will ultimately benefit insurance companies, who will cherry- pick safer employers and raise prices for everyone else."

SOURCE: Yakima Herald Republic, 9/1/10

Bad for all workers.

I-1082 allows the big insurance companies to set their own rates with virtually no oversight (Sec. 2[2]). And they could delay and deny legitimate claims with virtually no way to hold them accountable (Sec. 3).



FACT: "In section after section, I-1082 contains nuggets for the insurance industry that are bad for us. According to Insurance Commissioner Mike Kreidler, the insurance industry wrote I-1082 to give itself special exemptions that no other line of insurance is allowed -- not car, home, life or health insurance."

SOURCE: Everett Herald, 9/12/10

Bad for state employees.

I-1082 is part of a scheme to dismantle and privatize state government, starting with the Department of Labor and Industries.



FACT: "But you don't need fine print to understand goals of the initiative's sponsors. In a recent issue of the BIAW's (Building Industry Association of Washington's) newsletter, executive vice president Tom McCabe wrote:

"I personally yearn for the day when the mammoth state Department of Labor and Industries is closed down, windows shuttered, with weeds growing all over its sprawling campus."

SOURCE: seattlepi.com, 9/10/10

Bad for the dedicated workers at L&I.

I-1082 will cost the jobs of the men and women who provide workers' compensation services at the Department of Labor and Industries. We can't vote for a measure that puts L&I members out of work.

FACT:

"If I-1082 passes, 2,000 L&I members go out the door."

SOURCE: Greg Devereux, WFSE/AFSCME executive director, remarks to Policy Committee delegates, 10/2/10



I-1082 is bad for Washington.

Please vote NO! on I-1082



WFSE/AFSCME VOTERS GUIDE 2010: BALLOT MEASURES

**I-1053**

Tim Eyman's latest scheme to bring California-style gridlock to Washington

Don't be fooled by Tim Eyman's Initiative 1053



State employees are already facing more cuts, closures, consolidation and contracting out. Tim Eyman's I-1053 will only make it worse.



The Olympian
State to cut 725 jobs

Tim Eyman's reckless Initiative 1053 is a giveaway to out-of-state special interests that threatens Washington state's economy and way of life.

I-1053 would cause California-style partisan gridlock by giving just 17 extremely partisan legislators the power to block the majority from taking action. That would give big oil and other out-of-state special interests huge influence over the quality of our lives — and that's why they're spending millions to help Tim Eyman pass I-1053.



FACT: BP Oil, the people who brought you the Gulf oil spill disaster, is the largest contributor to Tim Eyman's I-1053.

SOURCE: voteno1053.com

Tim Eyman's and BP Oil's I-1053 will make it nearly impossible to tap into the billions in tax loopholes to solve our budget mess. That includes the 154 tax breaks totaling \$3 billion granted by the Legislature in the past 10 years.

FACT: "If we had a two-thirds requirement, breaking an annual impasse on taxes and spending -- as witnessed each year in the California Legislature -- would take months and require often-tawdry backroom deals. ... I-1053 is income for Eyman. It keeps Big Oil from cleaning up its act."

SOURCE: seattlepi.com, 9/8/10



Please vote NO! on I-1053

Visit www.VoteNo1053.com for more details.

**I-1100 & 1105**

Don't privatize liquor sales to benefit Walmart and other out-of-state interests.

Protect our communities. Vote NO! on 1100 & 1105

Currently, liquor stores in Washington are regulated and controlled by state government. This enables us to prevent and reduce underage drinking and generate significant revenue for schools, health care and vital state services.

I-1100 and 1105 were written by corporations who want to gain a corporate monopoly on the sale of hard liquor, beer and wine. These measures completely deregulate the sale of hard liquor in Washington - making it available in at least 3,300 stores instead of the current 360, including convenience stores and mini-marts. This measure

loosens restrictions that prevent advertising hard liquor to children. In states where similar laws have passed, the sale of hard liquor to minors increases by 400%.

NO I-1100 & I-1105
Protect Our Communities
Please vote
NO! on I-1100 &
I-1105

Visit protectourcommunities.com for more details.

**I-1098**

Cut taxes for the middle class and small business.

Initiative 1098 is good for Washington

YES on 1098

Cuts Your Taxes
Funds Education & Health Care

YesOn1098.com

I-1098 slashes the state property tax 20% and eliminates the B&O tax for small businesses, and raises taxes for just 1.2% of the population.

FACT: By law, the legislature is prohibited from extending the tax to others or increasing it without a vote of the people. Opponents are just plain lying when they say otherwise. This is Washington: the people will have the final say.

SOURCE: YesOn1098.com



FACT: I-1098's "income tax and tax relief are estimated to generate a net increase in state revenue of \$11.16 billion over five calendar years to be used exclusively for education and health services."

SOURCE: "Fiscal Impact Statements for initiatives and referenda certified to appear on the November 2010 general election ballot," Office of Financial Management

FACT: I-1098 "will offer relief to taxpayers who feel the drip, drip, drip of the least fair tax code in America."

SOURCE: seattlepi.com, 9/7/10

Bill Gates Sr. helped create Initiative 1098 because he knows Washington's middle-class families are struggling and the wealthiest need to start paying their share. I-1098 dedicates \$2 billion per year for education and health care, cuts state property taxes 20 percent, eliminates B&O taxes for small businesses, and guarantees only the wealthiest 1.2% pay more.



YES 1098

Cuts Your Taxes
Funds Education & Health Care

Please vote YES! on I-1098

Visit YesOn1098.com for more details

**I-1107**

Don't repeal the candy and soda pop tax.

Stop the cuts! Vote NO! on I-1107

In response to the state budget deficit and cuts to our public schools and health care, the Legislature instituted targeted, temporary taxes on non-essential items such as candy and soda pop.

But out-of-state interests are funding this campaign and falsely claim that it's about taxing food and groceries, but it's not - it's about non-essential

items like candy and soda pop. Repealing these taxes will add hundreds of millions of dollars to the deficit and will lead to additional cuts. This measure is fiscally irresponsible and harmful to Washington families.

**N
1107
CUT THE DEFICIT**

Please vote NO! on I-1107

Visit voteno1107.com for more details.

**REF 52**

Vote YES! for healthier schools.
Visit www.healthyschoolsforwa.org for more details.

Referendum 52 will repair and upgrade public schools to make them more energy efficient, make urgently needed repairs to improve the health and safety of our children, and save

schools money. It will create 30,000 new, local private sector construction jobs - most of them on projects that are ready to start work right away.

WFSE/AFSCME MEMBERS-ONLY BENEFITS UPDATE; NEWS

ULP, from page 2

unfair labor practice stands as a public rebuke of the state's highest official. Such a censure has a sobering impact. It makes the statement that WFSE/AFSCME members' bargaining rights should be respected.

McPhee's ruling directs the state to never repeat its actions again if a similar situation arises. And the state will notify all WFSE/AFSCME members that it committed an unfair labor practice so there will be no doubt that union members were right and their governor was wrong.

NEW EXECUTIVE BOARD MEMBER: Bing Bristol, a Local 443 member with the Department of General Administration in Olympia,



was elected by the Miscellaneous Policy Committee to the WFSE/AFSCME Statewide Executive Board. Bristol fills a vacancy in one of the Miscellaneous Policy Committee's eight seats on the board.

IN MEMORIAM



IN MEMORIAM: The entire WFSE/AFSCME family is mourning the Sept. 7 death of **Alexander Mar**, for 21 years a union activist at The Evergreen State College in Olympia. He was 69 and had waged a long battle with leukemia.

Alexander was a systems manager at TESC.

He made history in 2004 as a pioneering member of the Higher Education Coalition Bargaining Team that negotiated the first-ever full-scope contract for members at TESC and 12 Community Colleges.

He was also a Vietnam veteran.

Funeral services were Sept. 19 in Tumwater.

Bargaining updates online at www.wfse.org >
Bargaining



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Battle Ground	(360) 666-5700	Renton	(425) 430-2029
Bellevue	(425) 450-9500	SeaTac/Seattle	(206) 243-7788
Bellingham	(360) 734-1999	Seattle/Downtown	(206) 623-2666
Bonney Lake	(253) 862-1015	Shoreline	(206) 542-4444
Bothell / Mill Creek	(425) 806-0077	Snohomish	(425) 374-8451
Everett	(425) 513-2000	Spokane	(509) 536-9999
Federal Way	(253) 838-3232	Spokane (North)	(509) 468-0866
Issaquah	(425) 391-7645	Spokane Valley	(509) 924-0055
Kent	(253) 856-3384	Sunnyside	(509) 837-6202
Lakewood	Coming Soon	Tacoma	(253) 759-9291
Lynnwood	(425) 744-1022	Tukwila/Southcenter	(425) 291-9555
Marysville	(360) 651-1882	Vancouver (East)	(360) 369-6420
Monroe	(360) 794-0717	Vancouver (West)	(360) 574-8181
Mount Vernon	(360) 848-6777	Walla Walla	Coming Soon
Olympia	(360) 866-7669	Wenatchee	(509) 886-0500
Pasco	(509) 544-6188	Yakima	(509) 457-5050

Sunrise Dental is a preferred provider for your dental insurance; this translates to **more savings** for you. Your out-of-pocket costs at Sunrise Dental will be **minimal or zero** whenever possible.

Dental Tip of the Month

We would like to discuss tips on your dental benefits this month. A typical annual maximum of insurance is about \$1,500. These benefits usually expire by December 31st of each year. If these benefits are not used this year, they do not carry over to the next year. We all work hard for our benefits and should take advantage of what we work hard for. If you have not maxed out your dental benefits for this year, call any of our union Sunrise Dental offices and make an appointment. We will be happy to answer any questions you may have on your remaining benefit package. For more information, please visit our website at sunrisedental.com.

With love and gratitude,

Abraham Ghorbanian, DDS, MS (Founder of Sunrise Dental)

\$200

Special Offer Coupon
Exclusively for WFSE/AFSCME Members
Lifetime Free Teeth Whitening for new patients only!
(As long as the patient keeps his/her 6-month checkup appointments)
Call toll free: 1-877-770-3077 or
[visit our website at sunrisedental.com](http://www.sunrisedental.com)

\$200

Limited time offer. Cannot be combined with other offers and not valid on diagnostic or preventive services. Not redeemable for cash or credit.
*Offer good for new patients only. May not be used with insurance and episode of care fees. Offer conducted with insurance and episode of care fees. Subject to change. Expires 03/31/11.

Questions?

Adam Keck

Executive Director of Labor
adam@sunrisedental.com
425.891.8918

'Where's this worksite?' answers

Eight readers correctly guessed the worksite in the September and August newspapers. It's the Corson Avenue shop of the Department of Transportation in Seattle where Local 378 members work. The readers who guessed correctly: **Marsha Allen, Jason Baxter, Yared Berhe, Dave Gelsleichter, Don Hewitt, Heather Marini, Lyle Martinez and Kirk Tullar.**

"Where's this worksite?" is taking a break this month. It'll be back in November.



Financial Wellness

A MEMBERS ONLY BENEFIT for WFSE/AFSCME members and their families!

Are you affected by the state furlough?

WSECU can help:

BALANCE: Free financial counseling and budgeting assistance through our trusted partner.

Loan consolidation: Consolidate debt for easier bill management.

Loan modification: In certain situations, we may be able to adjust the repayment of your WSECU loans[1].

Skip-a-payment*: Have a little extra cash by skipping a WSECU loan payment.

Q-Cash: A short-term loan with a better rate, term and lower fees than traditional payday loans.

Work stoppage loan: Ease the effects of a reduced paycheck.

If you're being affected by the state furlough, don't hesitate to come to us. Even if you aren't a WSECU member, we welcome the opportunity to sit down with you and see how we can help.

*A \$20 processing fee (TRUANCE CHARGE) per consumer loan and a \$10 processing fee (FINANCIAL CHARGE) per credit card account will be deducted from your savings or checking account. Interest accrues on unpaid balance at your current rate. All deferrals are subject to WSECU approval. Certain restrictions may apply.



wsecu.org | 800.562.0999



October 2010

WFSE/AFSCME MEMBERS-ONLY BENEFITS UPDATE



Bright Now! Dental®

Open Enrollment is a great time to consider dental options that

Take a BITE Out of Dental Care Costs!



Whether you have dental insurance or not, Bright Now! Dental can help. Exclusive Savings for WFSE/AFSCME members and their families.

Tough economic times call for tough decisions on what you can afford. So we've teamed up with Bright Now! Dental to make taking care of your family's dental health an easy decision.

Uniform Dental Plan participants pay **ZERO** out-of-pocket for Preventive and Basic Care and significantly reduced costs for Major Work. AND If you don't have dental benefits, Bright Now! Dental offers significant savings on a cash basis.

Bright Now! Dental – Providing union members Quality, Convenient, and Affordable care for over 30 years

- General and specialty services, including orthodontics
- Evening and Saturday appointments – 24/7 telephone emergency care
- Automatic pre-approval for \$500 credit and other financing options

Comparison of your out-of-pocket costs

(Active/Eligible members under Uniform Dental Plan. Preventive covered at 100% for all providers.)

Procedure	Most Washington Area Dentists™	Bright Now! Dental
2-Surface Filling (Basic procedure)	\$51	\$0
Root Canal – molar (Basic procedure)	\$283	\$0
Porcelain/Noble Metal Crown (Major procedure)	\$585	\$352
Full Upper Denture (Major procedure)	\$830	\$493

*Your out-of-pocket cost is the procedure price less your insurance coverage. ©Fire Source 2009 Ingenix Dental Fee Analyzer

1-888-BRIGHT NOW (1-888-274-4486)
www.brightnow.com

Bright Now! Dental benefits apply to individuals receiving general dental care in these offices only and not to services referred to specialists. Patients are subject to the limitations of individual plans. Specialty services are not covered in all locations. Please ask your specialty care provider about the availability of Bright Now! Dental services.

\$150.00 Special Offer Coupon \$150.00

Exclusively for WFSE/AFSCME Members

Bright Now! Dental®

Limit one offer per person. Cannot be combined with other offers and not valid on diagnostic and preventive services. Not redeemable for cash or credit. To be used for dental services only. May not be used towards settling balances. Offer coordinated with insurance and applicable state laws. Subject to change. Cannot be used towards deductible. Expires June 30, 2011. This offer is only for members with benefits through Uniform or on a cash basis.

18 Washington Area Offices

Bellingham 360-715-8400
4291 Meridian Street, Ste. #101

Bellevue - Factoria 425-201-1700
Grand Opening
3820 124th Ave. SE

Bonney Lake 253-289-3033
9503 192nd Ave. E

Federal Way 253-835-3377
1507 S. 348 St.

Issaquah 425-507-1000
Grand Opening
755 NW Gilman Blvd.

Kent 253-850-9777
25610 104th Ave. SE

Lake Stevens
Opening March 2011
Frontier Village Shopping Center

Lynnwood 425-775-5557
18910 28th Ave. W

Northgate 206-336-2100
Grand Opening
401 NE Northgate Way, #570

Olympia 360-455-9544
4210 Martin Way E.

Puyallup 253-340-0540
10228 156th St., Suite 101

Silverdale 360-536-9033
Grand Opening
10404 Silverdale Way NW, #E109

Spokane 509-484-2001
7407 N. Division St.

Tacoma 253-475-7500
4545 South Union Ave.

Tukwila 206-575-0400
16400 Southcenter Parkway

Vancouver-Fishers Landing 360-931-1999
3250 SE 164th Ave.

Vancouver-Salmon Creek 360-574-4574
2101 NE 128th St.

Woodinville
Opening March 2011
17740 Garden Way NE

Dentists: Alain Selenu-Temo, D.D.S., Aman Singh, D.D.S., Ann Duong, D.D.S., Ann Bohart, D.D.S., Austin Phoenix, D.M.D., Ashton K. Hwang, D.D.S., Brian G. Johnson, D.D.S., Chad McLean, D.D.S., Catherine Miller, D.M.D., M.S.D., Chad Carver, D.D.S., M.S. Charles Shirett, D.W.D.S., David To, D.D.S., Edward C. Parks, D.D.S., Eric Janszak, D.M.D., Eunice Kim, D.D.S., Hamed Saberi, D.D.S., Harbindir Bal, D.M.D., M.S.D., James Lee, D.D.S., James Lui, D.D.S., Jasmine Kahlon, D.D.S., Jeff Pearson, D.M.D., John Park, D.M.D., M.S.D., Jennifer Lai, D.D.S., Jim Chang, D.D.S., Justin Pagan, D.D.S., M.S., Komal Onn, D.D.S., Lamont Murdoch, D.D.S., Logan Dittes, D.O.S., Mallik Patterson, D.D.S., Martin Ferninson, D.D.S., Mitchell Martin, D.D.S., Monica Berninghaus, D.D.S., Parker Haley, D.D.S., Peter Vu, D.D.S., Prabhjeet Sidhu, D.D.S., Ramin Amin, D.D.S., Regina Retama, D.D.S., Richard Gudaitis, D.D.S., Samirra Sandhu, D.D.S., Sean Chang, D.M.D., Sumon Chaitan, D.M.D., Susannah Behannon, D.M.D., Theresa Maih, D.M.D., Thien Nguyen, D.D.S., Thomas Pham, D.D.S., Ty Corbridge, D.M.D., Vahid Atabakhsh, D.D.S., Victoria Wan, D.D.S., M.S., Yumi Abei, D.D.S., Strelawall, P.C.

Share the importance of good dental health

WFSE/AFSCME and Bright Now! Dental are pleased to sponsor a free dental health educational program to your members. To schedule, contact Carrie Magnuson.

Questions?

Carrie Magnuson

Bright Now! Dental Account Executive
253-405-4547

carrie.magnuson@brightnow.com

WFSE/AFSCME VOTERS' GUIDE 2010

How you vote is a personal matter, but WFSE/AFSCME RECOMMENDS:

U.S SENATE



Patty Murray, D*

Sen. Murray has a 100% "Right" voting record in the current Congress and a 94% career "Right" voting record.

SOURCE: AFSCME



Sen. Patty Murray cares about us!



JOBs: "My top priority is growing our economy and creating jobs."

HEALTH CARE: "We need to focus on stability; stable costs that won't eat away at paychecks, stable coverage that can't be taken away if you lose or change jobs or get sick and stable quality care that lets you see the doctor you want and make the decisions you need."

FACT: "Her deep understanding of the issues important to Washington citizens and businesses, combined with the political clout she has forged over three terms, put her in a better position to make a positive difference."

SOURCE: Everett Herald, 10/3/10

Her opponent doesn't

Dino Rossi's plan for government accountability: "Cut government employment and reduce overly generous pay and benefits."

SOURCE: Rossi website

FACT: "Legislating is about give and take, but Rossi leaves too little room for that with his insistence that all of the Bush-era tax cuts be extended permanently..."

SOURCE: Everett Herald, 10/3/10

U.S CONGRESS

Congressional District 1



Jay Inslee, D*

Congressional District 2



Rick Larsen, D*

Congressional District 3



Denny Heck, D

Congressional District 4



Jay Clough, D

Congressional District 6



Norm Dicks, D*

Congressional District 7



Jim McDermott, D*

Congressional District 8



Suzan DelBene, D

Congressional District 9



Adam Smith, D*

*Incumbent

LEGISLATURE & SUPREME COURT

Here is the list of other candidates endorsed by the WFSE/AFSCME Endorsements Conference April 17, in later local-level endorsement interviews or by the WFSE/AFSCME Statewide Executive Board (*indicates incumbent; #=state House member running for state Senate). For updates, go online to www.wfse.org. Election Day is Nov. 2, but all but Pierce County vote by mail; those ballots went out Oct. 15. Endorsements as of 10/8/10.

STATE LEGISLATURE

STATE SENATE

Dist. 6 - Chris Marr, D*
Dist. 26 - Derek Kilmer, D*
Dist. 29 - Steve Conway, D#
Dist. 31 - Pam Roach, R*
Dist. 32 - Maralyn Chase, D#

Dist. 33 - Karen Keiser, D*
Dist. 34 - Sharon Nelson, D#
Dist. 36 - Jeanne Kohl-Welles, D*
Dist. 37 - Adam Kline, D*
Dist. 38 - Nick Harper, D
Dist. 41 - Randy Gordon, D*
Dist. 42 - Pat Jerns, D
Dist. 43 - Ed Murray, D*
Dist. 45 - Eric Oeming, D*
Dist. 46 - Scott White, D#
Dist. 47 - Claudia Kauffman, D*

STATE HOUSE OF REPRESENTATIVES

Dist. 1 (Pos. 1) - Derek Stanford, D
Dist. 1 (Pos. 2) - Luis Moscoso, D
Dist. 2 (Pos. 2) - Tom Campbell, R*
Dist. 3 (Pos. 1) - Andy Billig, D
Dist. 3 (Pos. 2) - Timm Ormsby, D*
Dist. 6 (Pos. 2) - John Driscoll, D
Dist. 10 (Pos. 2) - Tom Riggs, D
Dist. 11 (Pos. 1) - Zack Hudgins, D*
Dist. 11 (Pos. 2) - Bob Hasegawa, D*

Dist. 14 (Pos. 1) - Norm Johnson, R*
Dist. 17 (Pos. 1) - Tim Probst, D*
Dist. 18 (Pos. 1) - Dennis Kampe, D
Dist. 19 (Pos. 1) - Dean Takko, D*
Dist. 19 (Pos. 2) - Brian Blake, D*
Dist. 20 (Pos. 1) - Richard DeBoit, R*
Dist. 20 (Pos. 2) - Gary Alexander, R*
Dist. 21 (Pos. 1) - Mary Helen Roberts, D*
Dist. 21 (Pos. 2) - Mark Lilia, D*
Dist. 22 (Pos. 1) - Chris Reykdal, D
Dist. 22 (Pos. 2) - Sam Hunt, D*
Dist. 23 (Pos. 1) - Sherry Appleton, D*
Dist. 23 (Pos. 2) - Christine Rolfs, D*
Dist. 24 (Pos. 1) - Kevin Van de Wege, D*
Dist. 25 (Pos. 2) - Dawn Morrell, D*
Dist. 26 (Pos. 1) - Summer Schoenike, D
Dist. 26 (Pos. 2) - Larry Sequist, D*
Dist. 27 (Pos. 1) - Jake Fey, D
Dist. 28 (Pos. 2) - Tami Green, D*
Dist. 29 (Pos. 2) - Steve Kirby, D*
Dist. 30 (Pos. 1) - Mark Miloscia, D*
Dist. 30 (Pos. 2) - Carol Gregory, D
Dist. 32 (Pos. 1) - Cindy Ryu, D

Dist. 33 (Pos. 1) - Tina Orwell, D*
Dist. 33 (Pos. 2) - Dave Upthegrove, D*
Dist. 34 (Pos. 1) - Eileen Cody, D*
Dist. 34 (Pos. 2) - Joe Fitzpatrick, D
Dist. 36 (Pos. 2) - Mary Lou Dickerson, D*
Dist. 37 (Pos. 2) - Eric Pettigrew, D*
Dist. 38 (Pos. 1) - John McCoy, D*
Dist. 38 (Pos. 2) - Mike Sells, D*
Dist. 40 (Pos. 1) - Kristine Lytton, D
Dist. 42 (Pos. 1) - Al Jensen, D
Dist. 43 (Pos. 2) - Frank Chopp, D*
Dist. 44 (Pos. 1) - Hans Dunshee, D*
Dist. 45 (Pos. 1) - Roger Goodman, D*
Dist. 46 (Pos. 1) - David Frockt, D
Dist. 46 (Pos. 2) - Phyllis Kenney, D*
Dist. 47 (Pos. 1) - Geoff Simpson, D*
Dist. 47 (Pos. 2) - Pat Sullivan, D*
Dist. 49 (Pos. 1) - Jim Jacks, D*
Dist. 49 (Pos. 2) - Jim Moeller, D*

WASHINGTON SUPREME COURT

Position 5: Barbara Madsen, NP

BALLOT MEASURES: QUICK REFERENCE GUIDE

I-1053



...to Tim Eyman's latest scheme to bring California-style gridlock to Washington

I-1082



...to privatizing Workers' Compensation. Good for the insurance industry, bad for you!

I-1098



Cut taxes for the middle class and small business.

I-1100 & I-1105



Don't privatize liquor sales.

I-1107



Don't repeal the candy and soda pop tax.

REF 52



YES! for healthier schools.